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This report presents the 1966-67 statistics on professional education positions in New York (excluding New York City), detailed by 39 professional fields and 12 economic areas of the state. The data includes distribution of positions, salary, degree status, certification status, and years of experience. Appended are a list of counties in each economic area and a copy of Professional Personnel Report Form ST(S)-6a. (SG)

1966-67

PROFESSIONAL PERSONNEL REPORT

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
OFFICE OF EDUCATION

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PROFESSIONAL PERSONNEL REPORT

1966-67

Data contained in this report were derived from the New York State Education Department's Professional Personnel Report which, up to 1966-67, was filed annually with the Bureau of Statistical Services by each operating school district in the State excluding New York City. New York City data will be included in subsequent publications dealing with professional personnel (beginning in 1967-68).

The analyses contained herein were made possible, in large measure, by the excellent cooperation of the school districts in striving for completeness and accuracy in filing source documents. In addition, computer processing of data assisted immeasurably in obtaining necessary summarizations.

The Professional Personnel Report, initiated several years ago, was an initial step in the establishment of New York State's Basic Educational Data System, which went into operation in the fall of 1967.

The forms which produced the information in this report (ST(S)-6, ST(S)-6a and ST(S)-6b) were discontinued, along with 21 other Education Department forms and reports, after the 1966-67 school year. The Professional Personnel Report for 1967-68, when published, will have been compiled from data contained in the Basic Educational Data System.

The 1966-67 statistics in this report--distribution of positions, salary, degree status, certification status and years of experience--are detailed by 39 professional fields and 12 economic areas of the State. Counties included in each economic area are listed at the end of the report. In reading these summarizations it should be kept in mind that the data deal with professional positions rather than people. If an employee of a district worked in more than one professional field he was reported once in each field. Except for the analyses of salary data, no distinction is made between full- and part-time positions. One final caution: data contained in any single table in this report may be misleading unless viewed in relation to other information presented. For example, table 4 reports median salaries of $7,625 for the field of English and $8,200 for Music. Viewed alone, this information indicates, in general, that music teachers received higher salaries than English teachers in 1966-67. However, tables 6 and 7 present evidence that more experienced teachers tended to receive higher salaries than less experienced teachers and table 12 shows that the median years of experience in the field of music was 9 as compared to 6 in English. While it is often necessary to isolate certain factors for statistical analysis, they are not always meaningful unless viewed as parts of a whole.

Trends in Selected Characteristics of Professional Personnel

Table 1 reports trends in the salaries, certification status and degree status of professional personnel over the last four years. The

median salary of full-time classroom teachers (outside of New York City) rose steadily in that period. In 1963-64, the median salary was $7,000; in 1964-65, it was $7,200; in 1965-66, it was $7,400; and in 1966-67, it climbed to $7,950.

The percent of professional positions filled by persons holding permanent certification rose from 63.1 percent to 66.5 percent in the three years from the fall of 1963 to the fall of 1966. In the same period, however, the percent of positions filled by persons without certification rose from 10.7 percent to 12.7 percent.

Analysis of data on degree status revealed a moderate decline from 1963-64 to 1966-67 in the percent of professional positions filled by persons holding less than a bachelors degree (8.3 percent in 1963-64; 7.0 percent in 1966-67). Although there was an increase in the percent of positions filled by persons at some of the more advanced degree levels, there was a moderate decline in the percents of positions filled by persons holding masters degrees and doctorates. While the change in the degree status of New York State school professionals over the four years was not dramatic, its significance lies in the fact that it occurred during a period of rising enrollments and a decline in the pupil/teacher ratio, each creating a demand for more teachers.

Distribution of Positions

Table 2 shows the percent distribution of positions* by professional

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* Positions reported on the Professional Personnel Report do not include chief school officers, school business officials or school building principals. Similar data for those positions appear in the School Administrator Study, published annually by the State Education Department.

field within economic area. In the total State, elementary school teachers (Kindergarten and Common Branch) accounted for 37.0 percent of all positions; secondary school teachers of English, Social Studies, Mathematics, Foreign Language, Science, and Physical Education and Hygiene accounted for 33.0 percent of all positions; the vocational education fields (Agriculture, Business and Distributive Education, Home Economics, Industrial Arts and Industrial and Technical) contained 7.7 percent of all positions.

Salary

Data on salaries are presented in tables 3 through 7. Table 3 shows selected salary percentiles for full-time teaching positions within economic area. Omitted from this table are the positions of assistant, associate, or deputy superintendent, administrative assistant, assistant principal, physician, and the category Other.* The State median salary in 1966-67 was $7,950. Only two economic areas (Long Island and Lower Hudson) had median salaries higher than the State median. The economic area with the lowest median salary was the Niagara Frontier, $500 below the State median.

Table 4 shows selected salary percentiles by professional field. Excluding the positions of assistant, associate or deputy superintendent, assistant principal, administrative assistant, and physician, the five highest median salaries were found in the fields of Recreation ($12,915), Psychology ($10,550), Guidance Counselor ($10,400), Audio-Visual ($10,380), and Adult Education ($10,125). The lowest median salaries were in the fields

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* "Other" includes Research Assistant, Philosophy, Homebound (if not elementary) Helping, Substitute, Study Hall and Dentist.

of Dental Hygienist ($6,900), Speech and Hearing Handicapped ($7,189), Speech ($7,355), Fine Arts ($7,550), and English ($7,625).

Table 5 relates median salaries for full-time teaching positions to degree status within economic area and shows that there were marked differences among economic areas in median salaries for comparable degree levels.

Tables 6 and 7 report selected salary percentiles for full-time teaching positions by degree status, years of experience in district and total educational experience. As would be expected, at a given degree level, teachers with longer experience in a school district generally received higher salaries than those with less experience. Similarly, teachers with longer total educational experience tended to receive higher salaries than those with less educational experience.

Certification

Respondents to the Professional Personnel Report are asked to indicate certification status appropriate to each professional field in which they are employed. The percent distribution of professional positions by certification status within professional field is shown in table 8; table 9 reports the percent distribution of professional positions by certification status within economic area.

For the total State, 12.7 percent of all positions reported for the 1966-67 school year were filled by persons not certified to work in the professional field to which they were assigned. This figure must be viewed in light of the fact that on the Professional Personnel Report, an individual is reported in a professional field no matter how small a portion of his time is spent in that field. Under present regulations, persons who teach more than five periods a week in an uncertified status are reported as

uncertified teachers. Consequently, the 12.7 percent includes individuals who taught outside of certification only one or two periods more than the allowed five periods a week. However, as reported in table 1, the percent of professional positions filled by uncertified persons has shown a slighly upward trend since 1963-64.

The largest percentages of positions filled by uncertified persons (table 8) were in the fields of Physically Handicapped (37.8 percent), Industrial and Technical (36.2 percent), Mentally Handicapped (32.5 percent), Library (26.3 percent) and Social Worker (24.6 percent). The smallest percentages of positions filled by uncertified professionals were in the fields of Administrative Assistant (4.3 percent), Assistant, Associate or Deputy Superintendent (4.8 percent), Driver Education (5.4 percent), Gifted (5.8 percent), and Guidance Counselor (6.3 percent).

The economic area having the highest proportion of its positions filled by uncertified professionals (table 9) was the Mohawk Valley Area (16.9 percent) while Long Island had the lowest proportion (9.8 percent). In the total State, 66.5 percent of all positions reported were filled by persons holding permanent certification. This percentage has increased moderately in each of the last three years (see table 1).

Degree Status

Tables 10 and 11 show percent distributions of professional positions by degree status of the persons occupying the positions. The proportion of professional personnel having achieved, or studied beyond a bachelor's degree was 93.0 percent in 1966-67 as compared with 92.5 percent percent in 1965-66, 91.6 percent in 1964-65 and 85.6 percent in 1963-64. The economic area having the greatest portion of positions filled by persons with less than a bachelor's degree was the Northern Area (14.3 percent) while the area

having the greatest percentage of positions filled by people with doctorates was the lower Hudson Area (1.2 percent).

Experience

Table 12 reports selected percentiles of total years of educational experience for professional personnel within professional field. In 26 of the 39 fields, 50 percent of the professional personnel reported had 10 or less years of educational experience. The professional fields showing the highest median years of experience were Assistant, Associate or Deputy Superintendent (20 years), Administrative Assistant (16 years) and Assistant Principal (15 years). The fields with the lowest median years of experience were Speech and Hearing Handicapped (5 years), Social Worker (5 years), and Speech (5 years).

TABLE 1

TRENDS IN SELECTED CHARACTERISTICS OF PROFESSIONAL PERSONNEL IN NEW YORK STATE*

1963-64 to 1966-67

	Year			
	1963-64	1964-65	1965-66	1966-67
SALARY (Full-time teachers only)				
Selected Percentiles				
95th	$10,300	$10,700	$11,120	$11,800
75th	8,065	8,360	8,675	9,350
50th	7,000	7,200	7,400	7,950
25th	5,800	5,989	6,100	6,500
5th	5,000	5,100	5,200	5,500
CERTIFICATION STATUS (All positions)				
Percent having:				
No Certificate	10.7%	11.3%	12.3%	12.7%
5 Year Provisional	10.8	12.0	11.1	12.1
10 Year Provisional	10.1	9.2	8.4	7.7
Permanent	63.1	64.5	65.1	66.5
Other	3.9	2.6	1.7	0.6
Unknown	1.4	0.4	1.4	0.4
DEGREE STATUS (All positions)				
Percent having:				
Less than Bachelors	8.3%	8.2%	7.4%	7.0%
Bachelors	42.2	44.7	45.3	47.0
Bachelors + 30 or more hours	9.7	11.1	11.6	12.2
Masters	24.6	25.0	25.1	24.1
Masters + 30 or more hours	8.3	9.9	9.6	9.0
Doctorate	0.8	0.9	0.9	0.5
Unknown	5.9	0.1	0.1	0.2

* Data for 1963-64 exclude professional personnel in the cities of Buffalo and New York. Data for 1964-65 and 1965-66 exclude personnel in New York City.

TABLE 2

PERCENT DISTRIBUTION OF POSITIONS
BY PROFESSIONAL FIELD WITHIN ECONOMIC AREA

Professional Field	Total State	Economic Area 1 Long Island	2 Lower Hudson	3 Mid Hudson	4 Capital District	5 Northern	6 Mohawk Valley	7 Bing-hamton	8 Elmira	9 Syracuse	10 Rochester	11 Niagara Frontier	12 Southwest Gateway
Total Number Reported	121,539	33,478	12,330	8,528	9,070	5,118	5,374	5,120	4,541	9,111	11,948	13,247	3,674
Assistant, Associate or Deputy Supt.	0.1	0.1	*	*	*	-	*	*	0.1	0.1	*	*	*
Administrative Asst.	0.4	0.4	0.5	0.3	0.4	0.3	0.4	0.5	0.6	0.4	0.4	0.3	0.4
Assistant Principal	0.4	0.5	0.4	0.2	0.4	0.1	0.2	0.3	0.4	0.2	0.3	0.4	0.1
Kindergarten	3.7	3.5	3.6	4.3	3.5	4.0	4.0	4.2	3.7	3.7	3.7	3.9	3.8
Common Branch (Grades 1-6)	33.3	32.2	31.8	34.4	32.6	32.9	33.9	33.6	33.9	34.2	33.9	35.8	33.2
Gifted	*	*	-	-	0.2	-	-	-	-	-	0.1	-	-
Mentally Handicapped	1.7	1.2	1.5	2.0	2.1	1.9	1.8	1.7	1.6	2.0	2.3	2.2	2.0
Physically Handicap.	0.2	0.3	0.4	0.2	0.1	*	0.1	0.2	0.1	0.2	0.2	0.4	0.1
Speech & Hearing Handicapped	0.5	0.6	0.6	0.4	0.3	0.2	0.4	0.4	0.3	0.4	0.6	0.4	0.7
Reading	1.4	1.8	1.8	1.3	1.4	1.3	1.2	1.2	1.0	1.8	1.3	0.9	0.9
Core Teacher	0.2	0.2	0.3	0.1	0.2	0.1	0.1	0.2	*	0.2	0.3	0.2	0.1
English	7.5	7.4	7.2	7.4	7.7	7.8	8.0	7.8	7.9	7.4	7.3	7.9	7.8
Social Studies	6.4	6.4	6.7	6.5	6.7	6.2	6.6	6.4	6.3	6.1	6.1	6.3	6.4
Mathematics	5.1	5.3	5.3	5.0	5.1	5.2	5.2	5.3	5.2	4.9	4.9	5.0	5.2
Foreign Language	3.5	4.2	4.3	3.2	3.4	2.9	3.0	3.0	3.5	3.2	2.8	2.6	3.0
Science	5.5	5.8	5.6	5.5	5.4	5.3	5.6	5.3	5.2	5.0	5.1	5.3	5.2
Agriculture	.2	*	*	0.1	0.2	0.7	0.4	0.5	0.4	0.4	0.3	0.1	0.6
Fine Arts	2.8	3.1	2.8	3.0	2.8	2.1	2.7	2.6	2.4	2.7	2.4	2.8	2.9
Business & Distributive Education	2.7	2.5	2.2	2.9	3.2	3.3	3.0	2.9	3.0	2.6	2.9	2.7	3.2
Health Education	0.3	0.2	0.2	0.3	0.3	0.4	0.3	0.3	0.6	0.3	0.2	0.2	0.2

TABLE 2 (CONCLUDED)

Professional Field	Total State	Economic Area											
		1 Long Island	2 Lower Hudson	3 Mid Hudson	4 Capital District	5 Northern	6 Mohawk Valley	7 Bing-hamton	8 Elmira	9 Syracuse	10 Rochester	11 Niagara Frontier	12 Southwest Gateway
Home Economics	1.7	1.5	1.4	1.5	1.9	2.1	1.9	2.0	1.8	1.7	1.6	1.8	2.1
Library	2.1	2.1	2.0	2.2	2.5	2.1	2.0	2.0	2.2	2.1	2.2	1.5	2.3
Music	4.2	4.4	4.0	4.0	4.0	4.2	4.4	4.4	4.2	4.0	4.4	3.7	4.2
Physical Education and Hygiene	5.0	5.2	5.4	4.8	4.9	4.9	4.7	5.0	4.6	4.7	4.9	4.8	4.9
Recreation	*	*	*	*	*	-	-	-	-	-	-	-	-
Driver Education	0.6	0.6	0.5	0.8	0.8	1.0	0.8	0.6	0.9	0.7	0.6	0.4	1.0
Speech	0.2	0.3	0.3	0.2	0.2	0.3	0.1	0.1	0.1	0.3	0.2	0.1	0.1
Industrial Arts	2.2	2.1	2.0	2.0	2.2	2.2	2.1	2.5	2.2	2.1	2.4	2.3	2.2
Industrial and Technical	0.9	0.6	1.1	0.7	0.8	1.1	0.9	0.4	1.0	0.4	1.1	2.0	0.7
School Nurse	2.0	2.0	2.2	2.4	2.3	2.5	2.1	2.2	2.1	2.2	1.6	1.6	1.9
Dental Hygienist	0.4	0.2	0.3	0.4	0.3	1.1	0.6	0.7	0.6	0.6	0.4	0.3	0.8
Guidance Counselor	2.5	2.7	2.6	2.4	2.3	2.3	2.4	2.4	2.3	2.6	2.5	2.2	2.2
Social Worker	0.2	0.1	0.3	0.1	0.1	*	0.1	0.1	0.1	0.1	0.4	*	0.1
Attendance Teacher	0.3	0.3	0.3	0.3	0.2	0.1	0.1	0.2	0.1	0.3	0.3	0.3	0.4
Physician	0.1	*	0.1	0.1	0.1	*	*	*	*	0.1	*	*	0.1
Psychology	0.7	1.0	1.1	0.5	0.5	0.4	0.4	0.5	0.5	0.4	0.7	0.4	0.5
Adult Education	0.1	*	0.1	*	0.1	0.1	*	*	0.1	0.9	0.1	*	-
Audio-Visual	0.2	0.2	0.1	0.1	0.1	0.2	0.2	0.1	0.2	0.2	0.3	0.2	0.1
Other**	0.7	0.6	1.0	0.4	0.7	0.6	0.3	0.4	0.6	0.8	1.2	0.9	0.6

* Less than 0.1 percent
** "Other" includes: Research, Philosophy, Homebound--if not elementary, Helping, Study Hall, Substitute and Dentist.

NOTE:--Excludes professional positions in the City of New York.
Similar data for chief school officers and school building principals appear in the School Administrator Study, published annually by the State Education Department.

TABLE 3

SELECTED SALARY PERCENTILES FOR FULL-TIME TEACHING POSITIONS*
WITHIN ECONOMIC AREA

Percentile	Total State	Economic Area											
		1 Long Island	2 Lower Hudson	3 Mid Hudson	4 Capital District	5 Northern	6 Mohawk Valley	7 Binghamton	8 Elmira	9 Syracuse	10 Rochester	11 Niagara Frontier	12 Southwest Gateway
95th	$11,800	$12,568	$12,600	$10,900	$10,250	$ 9,400	$9,480	$ 9,900	$9,750	$9,750	$11,110	$10,282	$ 9,460
75th	9,350	10,700	10,850	9,240	8,810	8,350	8,500	8,600	8,500	8,660	9,100	9,025	8,434
50th	7,950	8,750	8,960	7,890	7,750	7,560	7,600	7,500	7,500	7,500	7,700	7,450	7,650
25th	6,500	6,970	7,000	6,450	6,300	6,350	6,250	6,150	6,150	6,100	6,270	6,050	6,300
5th	5,500	6,000	5,800	5,650	5,450	5,500	5,450	5,400	5,400	5,400	5,500	5,450	5,300
Total Number Reported	116,071	32,444	11,711	8,212	8,475	4,895	5,110	4,880	4,252	8,610	11,246	12,748	3,488

* Excluded are the positions of assistant, associate or deputy superintendent, administrative assistant, assistant principal, physician, and the category "other."

NOTE:--Excludes professional positions in the City of New York.
The number of cases reported in this table differs from those reported in the preceding and some succeeding tables since some records were incomplete and could not be included in every category of tabulation.

TABLE 4

SELECTED SALARY PERCENTILES FOR FULL-TIME PROFESSIONAL POSITIONS WITHIN PROFESSIONAL FIELD

Professional Field	Total Number Reporting	Percentile				
		5th	25th	50th	75th	95th
Assistant, Associate or Deputy Superintendent	59	$13,500	$15,825	$17,494	$19,500	$22,000
Administrative Assistant	470	8,425	10,765	12,406	14,183	18,126
Assistant Principal	430	9,013	10,755	12,100	13,750	16,100
Kindergarten	4,286	5,500	6,500	7,840	8,847	10,800
Common Branch (Grades 1-6)	39,947	5,500	6,325	7,700	8,900	11,100
Gifted	33	6,598	7,713	8,789	9,329	11,570
Mentally Handicapped	2,040	5,724	6,605	7,799	9,200	11,400
Physically Handicapped	258	5,800	6,863	8,150	9,700	11,501
Speech & Hearing Handicapped	553	5,500	6,242	7,189	9,150	11,684
Reading	1,632	5,700	7,550	8,823	10,350	12,300
Core Teacher	254	5,650	6,450	7,700	9,185	11,708
English	8,957	5,450	6,250	7,625	9,148	11,700
Social Studies	7,644	5,600	6,550	7,925	9,420	11,948
Mathematics	6,124	5,500	6,400	7,875	9,400	12,050
Foreign Language	4,029	5,500	6,350	7,750	9,360	12,071
Science	6,481	5,500	6,500	8,000	9,569	12,120
Agriculture	234	6,000	7,500	9,150	10,200	11,520
Fine Arts	3,268	5,500	6,250	7,550	9,225	11,850
Business & Distributive Education	3,203	5,550	6,550	8,050	9,408	11,850
Health Education	310	5,575	7,245	8,660	9,800	11,940
Home Economics	1,937	5,494	6,271	7,650	9,000	11,489
Library	2,386	5,650	7,029	8,500	9,900	12,000
Music	4,817	5,550	6,650	8,200	9,690	12,000
Physical Education & Hygiene	5,851	5,600	6,569	8,100	9,675	12,050
Recreation	13	9,926	11,055	12,915	14,918	16,569

TABLE 4 (CONCLUDED)

Professional Field	Total Number Reporting	Percentile				
		5th	25th	50th	75th	95th
Driver Education	754	$ 5,718	$6,950	$ 8,250	$9,750	$ 12,218
Speech	267	5,500	6,100	7,355	9,305	12,101
Industrial Arts	2,613	5,775	6,960	8,400	9,750	11,977
Industrial and Technical	1,039	5,830	7,450	8,800	9,975	12,265
School Nurse	2,352	5,500	6,700	7,900	8,900	11,004
Dental Hygienist	450	5,100	5,800	6,900	8,000	9,600
Guidance Counselor	2,985	7,675	9,150	10,400	11,835	13,827
Social Worker	173	5,598	7,917	9,930	10,950	12,146
Attendance Teacher	280	6,200	7,971	9,263	10,573	12,750
Physician	29	5,938	9,925	12,875	15,900	17,497
Psychology	770	6,971	9,200	10,550	12,000	14,223
Adult Education	133	5,400	8,806	10,125	11,490	15,732
Audio-Visual	205	6,592	8,593	10,380	11,961	14,000
Other	842	5,400	7,150	9,300	11,727	15,631

NOTE:--Excludes professional positions in the City of New York.
The number of cases reported in this table may differ from those reported in preceding and some succeeding tables since some records were incomplete and could not be included in every category of tabulation. Similar data for chief school officers and school building principals appear in the School Administrator Study, published annually by the State Education Department.

TABLE 5

MEDIAN SALARIES FOR FULL-TIME TEACHING POSITIONS*
BY DEGREE STATUS WITHIN ECONOMIC AREA

Degree Status	Total State	Economic Area 1 Long Island	2 Lower Hudson	3 Mid Hudson	4 Capital District	5 Northern	6 Mohawk Valley	7 Bing-hamton	8 Elmira	9 Syracuse	10 Rochester	11 Niagara Frontier	12 Southwest Gateway
Bachelors Degree and less than Bachelor Degree	$ 6,767	$6,900	$6,950	$7,000	$6,600	$6,900	$6,850	$6,650	$6,750	$6,650	$6,690	$6,360	$6,950
Bachelors Degree + 30 or more hours and Masters Degree	8,875	9,600	9,600	8,910	8,550	8,300	8,340	8,380	8,400	8,500	8,810	8,704	8,466
Masters Degree + 30 or more hours and Doctorate	11,100	11,900	11,750	10,363	9,700	9,100	9,350	9,650	9,590	9,600	10,500	9,935	9,225
Total Number Reported	116,071	32,444	11,711	8,212	8,475	4,895	5,110	4,880	4,252	8,610	11,246	12,748	3,488

*Excluded are the positions of assistant, associate or deputy superintendent, administrative assistant, assistant principal, physician, and the category "other."

NOTE:--Excludes professional positions in the City of New York.
The number of cases reported in this table may differ from those reported in some preceding and succeeding tables since some records were incomplete and could not be included in every category of tabulation.

TABLE 6

SELECTED SALARY PERCENTILES FOR FULL-TIME TEACHING POSITIONS*
BY DEGREE STATUS AND YEARS OF EXPERIENCE IN DISTRICT

Years of Experience in District	Percentile														
	5th			25th			50th			75th			95th		
	Bchs. or Less than Bchs.	Bchs. + 30 or Masters	Masters + 30 or Doctorate	Bchs. or Less than Bchs.	Bchs. + 30 or Masters	Masters + 30 or Doctorate	Bchs. or Less than Bchs.	Bchs. + 30 or Masters	Masters + 30 or Doctorate	Bchs. or Less Than Bchs.	Bchs. + 30 or Masters	Masters + 30 or Doctorate	Bchs. or Less Than Bchs.	Bchs. + 30 or Masters	Masters + 30 or Doctorate
1	$ 5,300	$ 5,800	$ 6,684	$5,500	$ 6,510	$ 8,250	$ 5,900	$ 7,300	$ 9,300	$ 6,250	$ 8,368	$10,500	$ 7,600	$10,000	$12,367
2	5,500	6,100	7,338	5,750	6,850	8,850	6,150	7,538	9,907	6,527	8,600	11,000	7,900	10,200	12,654
3	5,700	6,300	7,141	6,011	7,100	8,850	6,400	7,865	10,041	6,900	8,900	11,300	8,226	10,501	12,884
4	5,950	6,545	7,657	6,370	7,345	9,081	6,826	8,050	10,360	7,383	9,100	11,520	8,750	10,830	12,980
5	6,250	6,819	7,582	6,680	7,625	9,305	7,150	8,325	10,475	7,750	9,352	11,695	9,100	11,070	13,200
6	6,450	7,000	7,952	6,950	7,815	9,355	7,450	8,545	10,600	8,100	9,650	11,770	9,377	11,203	13,192
7	6,550	7,200	8,250	7,150	8,019	9,569	7,723	8,825	10,800	8,400	9,900	11,953	9,702	11,400	13,424
8	6,875	7,450	8,225	7,425	8,200	9,643	8,000	8,950	10,769	8,609	10,000	12,010	9,900	11,535	13,477
9	6,950	7,650	8,300	7,650	8,450	9,975	8,225	9,200	11,190	8,823	10,300	12,093	10,100	11,721	13,592
10	7,100	7,850	8,775	7,809	8,750	10,225	8,350	9,600	11,400	8,899	10,720	12,200	10,055	11,850	13,710
11 or More	7,500	8,200	9,095	8,100	8,950	10,475	8,600	9,845	11,880	9,400	11,021	12,600	10,500	12,250	14,037

* Excluded are the positions of assistant, associate or deputy superintendent, administrative assistant, assistant principal, physician, and the category "other."

NOTE:--Excludes professional positions in the City of New York.

TABLE 7

SELECTED SALARY PERCENTILES FOR FULL-TIME TEACHING POSITIONS*
BY DEGREE STATUS AND TOTAL EDUCATIONAL EXPERIENCE

Total Years of Education Experience	PERCENTILE														
	5th			25th			50th			75th			95th		
	Bachs. or Less Than Bachelors	Bachs. + 30 or Masters	Masters + 30 or Doctorate	Bachs. or Less Than Bachelors	Bachs. + 30 or Masters	Masters + 30 or Doctorate	Bachs. or Less Than Bachelors	Bachs. + 30 or Masters	Masters + 30 or Doctorate	Bachs. or Less Than Bachelors	Bachs. + 30 or Masters	Masters + 30 or Doctorate	Bachs. or Less Than Bachelors	Bachs. + 30 or Masters	Masters + 30 or Doctorate
1 to 5	$ 5,400	$ 5,900	$ 6,250	$ 5,700	$ 6,550	$ 7,543	$ 6,050	$ 7,022	$ 8,250	$ 6,500	$ 7,631	$ 9,000	$ 7,400	$ 8,600	$10,817
6 to 10	6,350	7,050	7,800	6,970	7,805	9,000	7,450	8,470	9,778	8,025	9,200	10,550	9,000	10,070	11,913
11 to 15	6,600	7,750	8,650	7,700	8,800	10,290	8,350	9,680	11,225	9,050	10,591	12,000	10,005	11,674	13,202
16 to 20	6,950	8,000	9,050	7,936	8,960	10,748	8,450	9,900	11,999	9,034	11,250	12,600	10,295	12,162	13,888
Over 20	7,450	8,200	9,000	8,150	8,978	10,450	8,690	9,900	11,950	9,450	11,150	12,750	10,593	12,379	14,237

* Excluded are the positions of assistant, associate or deputy superintendent, administrative assistant, assistant principal, physician, and the category "other."

NOTE:--Excludes professional positions in the City of New York.

TABLE 8

PERCENT DISTRIBUTION OF PROFESSIONAL POSITIONS
BY CERTIFICATION STATUS WITHIN PROFESSIONAL FIELD

Professional Field	Total Number Reported	Percent having: No Certificate	5 Year Provisional	10 Year Provisional	Permanent	Other	Unknown
Assistant, Associate or Deputy Superintendent	62	4.8%	4.8%	4.8%	82.4%	3.2%	.0%
Administrative Assistant	485	4.3	2.2	7.4	80.0	5.1	1.0
Assistant Principal	443	7.1	8.8	9.3	73.1	.6	1.1
Kindergarten	4,512	7.8	1.6	.2	90.2	.1	.1
Common Branch (Grades 1-6)	40,499	7.3	2.3	.3	89.6	.3	.2
Gifted	34	5.8	2.9	.0	88.4	2.9	.0
Mentally Handicapped	2,125	32.5	1.2	.4	65.0	.6	.3
Physically Handicapped	283	37.8	2.8	.7	56.6	.7	1.4
Speech and Hearing Handicapped	601	21.6	27.2	4.4	45.6	.6	.6
Reading	1,756	9.8	5.5	1.4	78.4	4.5	.4
Core Teacher	260	15.4	17.7	1.5	64.0	1.1	.3
English	9,155	21.9	28.6	.7	47.6	.6	.6
Social Studies	7,777	10.3	31.8	.8	56.3	.3	.5
Mathematics	6,255	15.3	35.1	1.1	47.6	.4	.5
Foreign Language	4,218	18.3	30.6	1.1	48.5	.7	.8
Science	6,633	20.9	27.4	.9	49.9	.4	.5
Agriculture	248	18.5	2.0	21.3	57.4	.4	.4
Fine Arts	3,433	15.3	24.4	19.2	40.4	.3	.4
Business & Distributive Education	3,296	16.9	4.7	25.5	52.0	.4	.5
Health Education	328	12.8	3.6	25.9	54.4	2.1	1.2

TABLE 8 (Concluded)

Professional Field	Total Number Reported	Percent having: No Certificate	5 Year Provisional	10 Year Provisional	Permanent	Other	Unknown
Home Economics	2,045	13.7%	5.2%	33.0%	47.4%	.3%	.4%
Library	2,504	26.3	1.3	9.3	62.4	.4	.3
Music	5,070	9.8	2.2	34.1	52.9	.6	.4
Physical Education & Hygiene	6,040	10.5	3.0	40.1	46.0	.2	.2
Recreation	17	11.8	5.8	5.8	70.8	5.8	.0
Driver Education	795	5.4	6.0	24.4	61.2	2.2	.8
Speech	282	20.2	19.8	16.6	41.3	1.4	.7
Industrial Arts	2,657	6.0	2.7	43.2	47.7	.2	.2
Industrial & Technical	1,100	36.2	2.4	20.7	38.0	.9	1.8
School Nurse	2,464	16.7	.9	15.7	66.3	.4	.0
Dental Hygienist	490	7.1	23.2	1.2	65.9	2.0	.6
Guidance Counselor	3,028	6.3	26.5	1.6	65.0	.3	.3
Social Worker	187	24.6	33.8	3.7	29.5	7.4	1.0
Attendance Teacher	310	13.8	26.5	1.6	56.6	.9	.6
Psychology	820	6.6	13.8	.4	78.8	.1	.3
Adult Education	149	14.0	4.0	8.0	40.3	31.7	2.0
Audio-Visual	218	15.5	5.9	5.5	65.4	6.4	1.3
Other	894	17.6	7.6	3.5	65.8	3.9	1.6

NOTE:--Excludes professional positions in the City of New York
The number of cases reported in this table may differ from those reported in some preceding and succeeding tables since some records were incomplete and could not be included in every category of tabulation.

Similar data for chief school officers and school building principals appear in the School Administrator Study, published annually by the State Education Department.

TABLE 9

PERCENT DISTRIBUTION OF PROFESSIONAL POSITIONS BY CERTIFICATION STATUS WITHIN ECONOMIC AREA

Certification Status	Total State	Economic Area 1 Long Island	2 Lower Hudson	3 Mid Hudson	4 Capital District	5 Northern	6 Mohawk Valley	7 Bing-hamton	8 Elmira	9 Syracuse	10 Rochester	11 Niagara Frontier	12 Southwest Gateway
Total Number Reported	121,539	33,478	12,330	8,528	9,070	5,118	5,374	5,120	4,541	9,111	11,948	13,247	3,674
Percent having:													
No Certificate	12.7%	9.8%	12.9%	15.4%	10.4%	13.6%	16.9%	15.5%	16.6%	12.0%	12.9%	14.8%	12.8%
5-year Provisional	12.1	12.5	10.5	12.8	11.4	10.6	10.6	10.4	11.5	12.2	12.9	14.5	12.0
10-year Provisional	7.7	7.4	6.6	8.2	8.7	8.2	7.4	8.1	7.8	8.7	8.8	6.6	7.8
Permanent	66.5	69.7	69.0	62.7	68.6	66.3	64.2	65.3	62.1	64.7	64.2	63.8	66.0
Other	.6	.4	.6	.4	.6	.7	.2	.4	1.4	1.5	.8	.2	.8
Unknown	.4	.2	.4	.5	.3	.6	.7	.3	.6	.9	.4	.1	.6

NOTE:--Excludes professional positions in the City of New York

The number of cases reported in this table may differ from those reported in some preceding and succeeding tables since some records were incomplete and could not be included in every category of tabulation.

TABLE 10

PERCENT DISTRIBUTION OF PROFESSIONAL POSITIONS
BY DEGREE STATUS WITHIN PROFESSIONAL FIELD

Professional Field	Total Number Reported	Percent having:						
		Less than Bchs. Degree	Bachelors	Bchs. + 30 or More Hours	Masters	Masters + 30 or More Hours	Doctorate	Unknown
Total State	121,539	7.0%	47.0%	12.2%	24.1%	9.0%	0.5%	0.2%
Assistant, Associate or Deputy Supt.	62	1.6	-	6.4	22.6	33.9	35.5	-
Administrative Asst.	485	1.0	5.8	8.5	37.3	40.8	6.6	-
Assistant Principal	443	1.6	4.5	8.1	37.2	46.3	1.6	0.7
Kindergarten	4,512	13.4	62.5	7.7	14.1	2.1	-	0.2
Common Branch (Grades 1-6)	40,499	11.0	59.9	8.1	17.2	3.6	0.1	0.1
Gifted	34	8.8	26.5	20.6	32.3	11.8	-	-
Mentally Handicapped	2,125	8.5	50.0	14.4	18.4	7.9	0.3	0.5
Physically Handicpd.	283	6.0	48.8	12.4	22.6	9.5	0.4	0.3
Speech and Hearing Handicapped	601	0.2	51.6	10.3	28.6	8.5	0.7	0.1
Reading	1,756	4.7	30.9	13.4	34.2	15.9	0.5	0.4
Core Teacher	260	4.6	49.6	13.8	20.8	10.8	0.4	-
English	9,155	1.4	45.4	15.9	28.2	8.5	0.3	0.3
Social Studies	7,777	0.8	34.9	16.0	34.9	12.8	0.4	0.2
Mathematics	6,255	1.9	44.2	16.5	24.3	12.6	0.3	0.2
Foreign Language	4,218	0.7	42.6	15.9	25.8	13.0	1.9	0.1
Science	6,633	0.6	36.7	17.5	26.5	17.8	0.6	0.3
Agriculture	248	5.7	37.1	29.0	23.4	4.4	-	0.4
Fine Arts	3,433	3.7	51.1	13.5	24.2	7.3	0.1	0.1
Business and Distributive Education	3,296	2.2	45.7	14.1	29.8	7.8	0.2	0.2
Health Education	328	3.1	38.4	14.9	35.1	8.5	-	-

TABLE 10 (Concluded)

Professional Field	Total Number Reported	Percent having: Less than Bchs. Degree	Bachelors	Bchs. + 30 or More Hours	Masters	Masters + 30 or More Hours	Doctorate	Unknown
Home Economics	2,045	0.4%	54.1%	14.3%	26.6%	4.4%	0.1%	0.1%
Library	2,504	1.7	28.3	22.1	32.7	14.8	0.2	0.2
Music	5,070	2.6	40.9	12.0	35.5	8.0	0.8	0.2
Physical Education and Hygiene	6,040	1.7	48.9	14.0	29.3	5.9	0.1	0.1
Recreation	17	-	17.7	17.6	41.2	23.5	-	-
Driver Education	795	1.4	40.2	17.5	30.6	10.2	-	0.1
Speech	282	.4	46.5	9.6	30.9	12.0	0.3	0.3
Industrial Arts	2,657	4.5	45.2	14.8	28.1	7.0	0.2	0.2
Industrial and Technical	1,100	54.2	19.2	12.2	8.1	5.0	0.1	1.2
School Nurse	2,464	37.0	45.8	5.5	9.2	1.9	0.1	0.5
Dental Hygienist	490	83.7	12.1	1.4	0.6	0.8	0.2	1.2
Guidance Counselor	3,028	0.1	2.4	11.5	41.9	42.2	1.6	0.3
Social Worker	187	2.1	16.0	11.2	36.4	33.2	-	1.1
Attendance Teacher	310	14.2	29.0	17.1	21.0	18.1	0.6	-
Physician	65	-	-	-	-	-	100.0	-
Psychology	820	-	1.7	6.5	28.6	47.1	15.5	0.6
Adult Education	149	31.5	20.8	5.4	22.1	12.8	6.7	0.7
Audio Visual	218	1.4	19.3	11.9	41.7	22.5	1.8	1.4
Other	894	5.3	31.2	11.5	31.0	15.4	4.0	1.6

NOTE:--Excludes professional positions in the City of New York.
The number of cases reported in this table may differ from those reported in some preceding and succeeding tables since some records were incomplete and could not be included in every category of tabulation.

Similar data for chief school officers and school building principals appear in the School Administrator Study, published annually by the State Education Department.

TABLE 11

PERCENT DISTRIBUTION OF PROFESSIONAL POSITIONS BY DEGREE STATUS WITHIN ECONOMIC AREA

Degree Status	Total State	Economic Area											
		1 Long Island	2 Lower Hudson	3 Mid Hudson	4 Capital District	5 Northern	6 Mohawk Valley	7 Bing-hamton	8 Elmira	9 Syracuse	10 Rochester	11 Niagara Frontier	12 Southwest Gateway
Total Number Reported	121,703	33,503	12,339	8,537	9,075	5,124	5,381	5,132	4,542	9,122	12,016	13,255	3,677
Percent having:													
Less than Bachelor's Degree	7.0	2.5	2.9	8.6	8.7	14.3	12.2	11.1	9.8	8.9	8.5	7.6	12.9
Bachelor's Degree	47.0	40.4	38.0	53.2	45.8	49.7	51.2	50.8	54.3	52.8	52.7	52.4	49.5
Bachelor's Degree + 30 or more hours	12.2	14.5	11.0	9.8	9.8	10.9	13.5	13.0	10.0	11.4	11.6	10.9	15.0
Master's Degree	24.1	26.6	30.2	22.2	28.6	20.5	18.2	19.4	21.5	21.4	22.0	22.7	17.2
Master's Degree + 30 or more hours	9.0	15.0	16.5	5.5	6.6	4.3	4.3	5.3	3.9	5.0	4.8	5.6	4.9
Doctorate	0.5	0.8	1.2	0.4	0.4	0.1	0.2	0.2	0.3	0.3	0.2	0.4	0.2
Unknown	0.2	0.2	0.2	0.3	0.1	0.2	0.4	0.2	0.2	0.2	0.2	0.4	0.3

NOTE:--Excludes professional positions in the City of New York.
The number of cases reported in this table may differ from those in some preceding tables since some recorded were incomplete and could not be included in every category of tabulation.

TABLE 12

YEARS OF EXPERIENCE PERCENTILES FOR PROFESSIONAL PERSONNEL WITHIN PROFESSIONAL FIELD

Professional Field	Total Number Reported	Percentile				
		5th	25th	50th	75th	95th
Assistant, Associate or Deputy Superintendent	62	11	17	20	27	36
Administrative Assistant	485	6	11	16	24	37
Assistant Principal	440	7	11	15	20	33
Kindergarten	4,507	1	4	10	18	34
Common Branch (Grades 1-6)	40,456	1	3	8	17	35
Gifted	34	6	9	14	22	41
Mentally Handicapped	2,122	1	4	8	15	32
Physically Handicapped	281	1	3	8	19	37
Speech and Hearing Handicapped	600	1	2	5	10	24
Reading	1,756	2	7	12	19	34
Core Teacher	260	1	3	6	13	29
English	9,145	1	3	6	14	33
Social Studies	7,766	1	3	7	13	32
Mathematics	6,246	1	3	7	15	34
Foreign Language	4,212	1	3	7	14	32
Science	6,627	1	3	7	12	30
Agriculture	245	1	4	12	22	33
Fine Arts	3,421	1	3	7	13	30
Business and Distributive Education	3,280	1	4	8	17	35
Health Education	328	1	6	11	18	30

TABLE 12 (Concluded)

Professional Field	Total Number Reported	Percentile				
		5th	25th	50th	75th	95th
Home Economics	2,040	1	3	8	16	31
Library	2,501	1	5	11	20	35
Music	5,061	1	4	9	15	30
Physical Education and Hygiene	6,034	1	4	8	15	29
Recreation	17	5	9	13	16	18
Driver Education	791	1	4	10	16	30
Speech	282	1	2	5	11	27
Industrial Arts	2,654	1	5	9	15	31
Industrial & Technical	1,082	1	2	6	13	29
School Nurse	2,459	1	5	9	15	27
Dental Hygienist	489	1	4	9	16	28
Guidance Counselor	3,025	5	9	13	19	33
Social Worker	186	1	2	5	12	21
Attendance Teacher	310	1	7	11	19	31
Physician	65	2	6	14	23	36
Psychology	818	1	5	9	13	26
Adult Education	148	1	2	7	18	35
Audio-Visual	218	2	8	13	19	34
Other	888	1	5	10	16	37

NOTE:-- Excludes professional positions in the City of New York.

The number of cases reported in this table may differ from those reported in some preceding tables since some records were incomplete and could not be carried in every category of tabulation.

Similar data for chief school officers and school building principals appear in the School Administrator Study, published annually by the State Education Department.

APPENDIX A

Counties contained in each Economic Area

1. Long Island

   Nassau
   Suffolk

2. Lower Hudson

   Rockland
   Westchester

3. Mid Hudson

   Columbia
   Dutchess
   Greene
   Orange
   Putnam
   Sullivan
   Ulster

4. Capital District

   Albany
   Rensselaer
   Saratoga
   Schenectady
   Schoharie
   Warren
   Washington

5. Northern

   Clinton
   Essex
   Franklin
   Jefferson
   Lewis
   St. Lawrence

6. Mohawk Valley

   Fulton
   Hamilton
   Herkimer
   Montgomery
   Oneida

7. Binghamton

   Broome
   Chenango
   Delaware
   Otsego

8. Elmira

   Chemung
   Schuyler
   Steuben
   Tioga
   Tompkins

9. Syracuse

   Cayuga
   Cortland
   Madison
   Onondaga
   Oswego

10. Rochester

    Genesee
    Livingston
    Monroe
    Ontario
    Orleans
    Seneca
    Wayne
    Wyoming
    Yates

11. Niagara Frontier

    Erie
    Niagara

12. Southwest Gateway

    Allegany
    Cattaraugus
    Chautauqua

APPENDIX B

The University of the State of New York
The State Education Department
Bureau of Statistical Services
Albany, New York 12224

1966-67

School District Code ☐☐☐☐☐☐

Check one
☐ New employee
☐ Continuing employee

PROFESSIONAL PERSONNEL REPORT FORM ST(S)-6a

School District _____ County _____

Current Professional Field _____ (code)

Name 1 ☐ Mr. 2 ☐ Miss 3 ☐ Mrs. _____ (Last First Initial Maiden)

Percent of time Employed in this District _____

Title of current position _____

Social Security Number ☐☐☐ ☐☐ ☐☐☐☐

Date of Birth ☐☐ (month) ☐☐ (day) ☐☐ (year)

Degree Status (Check one)

1 ☐ No Degree
2 ☐ Bachelors
3 ☐ Bachelors + 30 or more hours
4 ☐ Masters
5 ☐ Masters + 30 or more hours
6 ☐ Doctorate

Total Gross Salary _____
Number of months employed _____
Percent of time employed in this professional field _____

Nature of Appointment

Tenure.....1 ☐
Probationary.....2 ☐
Contract.....3 ☐
Substitute.....4 ☐

Certificate Appropriate to this Field (Check one)

2 ☐ 5-year Provisional
3 ☐ 10-year Provisional
4 ☐ Permanent or life
5 ☐ Other

F1306-JA66-100,000 (6A2-29)

Educational Experience

Kind of Experience	Number of years
Total paid education experience	
Total in this district	
Total in this Professional field	

Occupation Last Year

Occupation (check one)
1 ☐ Student
2 ☐ Teaching
3 ☐ Homemaker
4 ☐ Industry
5 ☐ Other

Location
Within N.Y.S. 1 ☐
Outside N.Y.S. 2 ☐
In this Dist. 3 ☐

Coding for Professional Fields

Code	Duty Assignment	Code	Duty Assignment
0110	Assistant, Associate or Deputy Supt.	5400	Health Education
0150	Administrative Assistant	5500	Home Economics
0205	Assistant Principal	5600	Library
2100	Kindergarten	5700	Music
2200	Common Branch (grades 1-6)	5800	Physical Education and Hygiene
3000	Gifted	5850	Recreation
3100	Mentally Handicapped	5875	Driver Education
3200	Physically Handicapped	5900	Speech
3300	Speech and Hearing Handicapped	6100	Industrial Arts
3400	Reading	6200	Industrial and Technical
4000	Core Teacher	7100	School Nurse
4100	English	7200	Dental Hygienist
4200	Social Studies	7500	Guidance Counselor
4300	Mathematics	7550	Social Worker
4400	Foreign Language	7600	Attendance Teacher
4500	Science	7700	Physician
5100	Agriculture	7800	Psychology
5200	Fine Arts	8000	Adult Education
5300	Business and Distributive Education	8100	Audio Visual
		9999	Other*

* Includes:

Research Assistant
Philosophy
Homebound–if not elementary
Helping
Substitute
Study Hall
Dentist